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CONTENTS

	Page
EXPLANATORY NOTE	5
INDEX BY SUBJECTS	8
INDEX OF DRAFT CONVENTIONS	9
INDEX OF RECOMMENDATIONS	10
CONVENTIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE, 1919-1929 :	
First Session (Washington, 1919)	13
Second Session (Genoa, 1920)	16
Third Session (Geneva, 1921)	17
Fourth, Fifth, and Sixth Sessions (Geneva, 1922, 1923, and 1924)	18
Seventh Session (Geneva, 1925)	18
Eighth Session (Geneva, 1926)	20
Ninth Session (Geneva, 1926)	20
Tenth Session (Geneva, 1927)	21
Eleventh Session (Geneva, 1928)	21
Twelfth Session (Geneva, 1929)	22
RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE, 1919-1929 :	
First Session (Washington, 1919)	23
Second Session (Genoa, 1920)	24
Third Session (Geneva, 1921)	25
Fourth Session (Geneva, 1922)	27
Fifth Session (Geneva, 1923)	27
Sixth Session (Geneva, 1924)	27
Seventh Session (Geneva, 1925)	28
Eighth Session (Geneva, 1926)	28
Ninth Session (Geneva, 1926)	28
Tenth Session (Geneva, 1927)	29
Eleventh Session (Geneva, 1928)	29
Twelfth Session (Geneva, 1929)	30

EXPLANATORY NOTE

The International Labour Organisation was established by the Treaty of Versailles at the close of the Great War. It was created for the purpose of improving the conditions of labour in all countries in the belief that we cannot maintain peace without social justice. Fifty-five nations have become Members — that is to say, nearly all the nations of the world. Of the larger nations only two have failed to join — Russia and the United States.

At least once a year, usually in May, the Organisation holds a Conference of representatives of all Member nations to agree upon minimum standards for working conditions and measures for the protection of workers. The minimum standards for working conditions are not intended to reduce industrial practice in all countries to one common level. It is especially provided that they shall not lower any standards already established. The standards so far adopted have indicated a limit to the working day, a minimum age for the employment of children, special safeguards for women, etc. The measures for the general protection of workers have included the provision of public employment offices, insurance against accident and disease, etc.

Each Member country sends to the International Labour Conference four representatives, two to speak for its Government, one for its employers, and one for its employees. The Conference draws up its proposals in two forms called respectively " draft conventions " and " recommendations ".

A *draft convention* formulates a standard which a two-thirds majority of the delegates at the Conference believe the nations of the world can and should live up to.

The sovereign States which are Members of the Organisation cannot be bound by the action of the Conference, but each State pledges itself to refer the decisions of the Conference to its national authority which can take legislative or other measures to make the decisions operative.

When a country is willing to observe the requirements of a draft convention, it must take legislative or other measures ensuring the observance of these requirements and must notify the Secretary-General of the League of Nations that it undertakes to abide by the convention. As soon as such notification has been given by, as a general rule, two countries the provisions of the " draft convention " come into effect as a " convention " or treaty between those countries and subsequently between them and all other countries that notify their intention to abide by its terms. It is because the proposals of the Conference are to become treaties between nations that they are spoken of as " draft conventions " and, for the same reason, the action of each country in adopting the convention is spoken of as " ratification ".

Each convention includes a statement that States can take steps to withdraw from the treaty after a period of years — usually ten. Every country must report annually on the measures it has taken to put in force each convention which it has ratified, and a summary of these reports goes to the annual Conference in printed form. At least once in ten years a special report must be made to the Conference on the way the convention is working in the various countries, and Conference may be asked to consider changing the provisions of the convention. In cases where complaints are made with regard to the non-observance by any State of the provisions of any convention it has ratified, provision is made for a system of enquiry leading ultimately, if necessary, to the submission of the question to the Permanent Court of International Justice.

The International Labour Conference has, up to date, adopted or endorsed twenty-nine draft conventions.

A *recommendation*, like a convention, proposes a standard of practice for all Member countries. It must be referred in each country to the competent authority for making laws or taking other measures of application, and each country is expected to report its action to the Secretary-General of the League of Nations. But, unlike a convention, a recommendation is not a treaty agreement between countries.

The Wording of the Summaries

In these summaries, no attempt is made to use the exact words of draft conventions or recommendations. The full text of all the draft conventions and recommendations can be had from the International Labour Office, Geneva, Switzerland, or from its American office, Lenox Building, Washington, D.C.

The Action of Member Countries

The International Labour Office publishes every month a chart showing, up to date, the action of each Member country on each of the conventions. This chart may be had for the cost of return postage from either of the above addresses.

INDEX BY SUBJECTS

	Conventions by number, in order of adoption	Recommendations by number, in order of adoption
Agricultural Labour	11, 12, 13, 26	XI, XII, XIII, XIV, XV, XVI, XVII
Children	5, 6, 8, 11, 14 (article 3), 16, 17	IV, XIV
Compensation	3, 9, 13, 18, 19, 20	XXII, XXIII, XXIV, XXV
Emigrants	22	XIX, XXVI
Health	3, 6, 7, 14, 15, 17, 19, 21, 25, 26	III, IV, V, VI, XII, XIII, XIV, XVI, XVIII, XXIV, XXIX
Hours	1, 4, 6, 15, 21	VII, VIII, XIII, XIV, XVIII, XXI
Inspection	22	V, XX, XXVI, XXVIII, XXX.
Insurance	9, 13, 18, 19, 20, 25, 26	I, II, X, XVII, XXII, XXIII, XXIV, XXV, XXIX
Minimum Wage	27	XXX
Safety	28, 29	XXXI, XXXII, XXXIII, XXXIV
Seamen	8, 9, 10, 16, 17, 23, 24, 28, 29	VII, VIII, IX, X, XXVII, XXVIII, XXXIII, XXXIV
Unemployment	2, 9, 10	I, XI
Women	2, 4, 14 (article 3), 25 (article 8)	IV, XII, XIII, XXVI
Workers' Leisure	—	XXI

INDEX OF DRAFT CONVENTIONS

1. Draft Convention concerning the Eight-Hour Day.
2. Draft Convention concerning Unemployment.
3. Draft Convention concerning the Employment of Women Before and After Childbirth.
4. Draft Convention concerning the Employment of Women during the Night.
5. Draft Convention concerning the Age at which Children may be Employed in Industry.
6. Draft Convention concerning Night Work of Young Persons.
7. Berne Convention on the Prohibition of the Use of White Phosphorus in the Manufacture of Matches[1].
8. Draft Convention concerning Age at which Children may be Employed at Sea.
9. Draft Convention concerning Unemployment Indemnity for Shipwrecked Sailors.
10. Draft Convention concerning Employment Agencies for Seamen.
11. Draft Convention concerning Employment of Children in Agriculture.
12. Draft Convention concerning the Right of Agricultural Workers to Organise.
13. Draft Convention concerning Workmen's Compensation in Agriculture.
14. Draft Convention concerning Prohibition of the Use of White Lead in Painting.
15. Draft Convention concerning a Weekly Day of Rest for Industrial Workers.
16. Draft Convention concerning the Minimum Age for Trimmers and Stokers.
17. Draft Convention concerning Compulsory Medical Examination of Young Persons Employed at Sea.
18. Draft Convention concerning Workmen's Compensation for Industrial Accidents.
19. Draft Convention concerning Workmen's Compensation for Occupational Diseases.
20. Draft Convention concerning Compensation of Workmen of Foreign Citizenship.
21. Draft Convention concerning Prohibition of Night Work in Bakeries.
22. Draft Convention concerning Simplification of Inspection of Emigrants on Board Ship.
23. Draft Convention concerning Seamen's Articles of Agreement.
24. Draft Convention concerning Repatriation of Seamen.
25. Draft Convention concerning Sickness Insurance for Workers in Industry and Commerce, and Domestic Servants.
26. Draft Convention concerning Sickness Insurance for Agricultural Workers.
27. Draft Convention concerning the Creation of Minimum Wage Fixing Machinery.
28. Draft Convention concerning the Marking of the Weight on Heavy Packages transported by Vessels.
29. Draft Convention concerning the Protection against Accidents of Workers employed in Loading or Unloading Ships.

[1] This Convention of 1906 was commended to States by a Recommendation of the Conference, and thus revived.

INDEX OF RECOMMENDATIONS

I. Concerning Unemployment.

II. Concerning Reciprocity of Treatment of Foreign Workers.

III. Concerning Prevention of Anthrax.

IV. Concerning Protection of Women and Children against Lead Poisoning.

V. Concerning the Establishment of Government Health Services.

VI. Concerning the Application of the Berne Convention of 1906, on the Prohibition of the Use of White Phosphorus in the Manufacture of Matches[1].

VII. Concerning the Limitation of Hours of Work in the Fishing Industry.

VIII. Concerning the Limitation of Hours of Work in Inland Navigation.

IX. Concerning the Establishment of National Seamen's Codes.

X. Concerning Unemployment Insurance for Seamen.

XI. Concerning the Prevention of Unemployment in Agriculture.

XII. Concerning the Protection Before and After Childbirth of Women Wage Earners in Agriculture.

XIII. Concerning Night Work of Women in Agriculture.

XIV. Concerning Night Work of Children and Young Persons in Agriculture.

XV. Concerning the Development of Technical Agricultural Education.

XVI. Concerning Living-In Conditions of Agricultural Workers.

XVII. Concerning Social Insurance in Agriculture.

XVIII. Concerning the Application of the Weekly Rest in Commercial Establishments.

XIX. Concerning Communication to the International Labour Office of Statistical and other Information regarding Emigration, Immigration, and the Repatriation and Transit of Emigrants.

XX. Concerning the General Principles for the Organisation of Systems of Inspection to Secure the Enforcement of the Laws and Regulations for the Protection of the Workers.

XXI. Concerning the Development of Facilities for the Utilisation of Workers' Spare Time.

XXII. Concerning the Minimum Scale of Workmen's Compensation.

XXIII. Concerning Jurisdiction in Disputes on Workmen's Compensation.

XXIV. Concerning Workmen's Compensation for Occupational Diseases.

[1] See previous page " Index of Draft Conventions ", No. 7, and footnote.

XXV. Concerning Equality of Treatment for National and Foreign Workers as regards Workmen's Compensation for Accidents.

XXVI. Concerning the Protection of Emigrant Women and Girls on Board Ship.

XXVII. Concerning the Repatriation of Masters and Apprentices.

XXVIII. Concerning the General Principles for the Inspection of the Conditions of Work of Seamen.

XXIX. Concerning the General Principles of Sickness Insurance.

XXX. Concerning the Application of Minimum Wage Fixing Machinery.

XXXI. Concerning the Prevention of Industrial Accidents.

XXXII. Concerning Responsibility for the Protection of Power-driven Machinery.

XXXIII. Concerning Reciprocity as regards the Protection against Accidents of Workers employed in Loading or Unloading Ships.

XXXIV. Concerning the Consultation of Workers' and Employees' Organisations with regard to Regulations for the Protection of Workers employed in Loading or Unloading Ships.

NOTICE TO READERS

While this booklet was in the press, the International Labour Conference held its Fourteenth Session. It adopted two new Draft Conventions :

(1) Concerning forced or compulsory labour ; and

(2) Concerning the regulation of hours of work in commerce and offices.

It also adopted five new Recommendations :

(1) Concerning indirect compulsion to labour ;

(2) Concerning the regulation of forced or compulsory labour ;

(3) Concerning the regulation of hours of work in hotels, restaurants and similar establishments ;

(4) Concerning the regulation of hours of work in theatres and other places of public amusement ; and

(5) Concerning the regulation of hours of work in establishments for the care of the sick, infirm, destitute or mentally unfit.

Summaries of these Draft Conventions and Recommendations will be included in the next edition.

CONVENTIONS

adopted by the International Labour Conference 1919-1929

First Session (Washington, 1919)

1. Draft Convention concerning **the Eight-Hour Day and Forty-Eight Hour Week.**

The working day in industry is not to be more than *eight hours* long and the working week is not to consist of more than *forty-eight hours*, except in the following cases :

(1) *Managerial, supervisory,* or *confidential* work.
(2) Under certain *sanctions* when the hours on one or more days of the week are *less than eight.*
(3) Adjustments under a *shift system* if the average number of hours over a period of three weeks or less does not exceed eight per day and forty-eight per week.
(4) *Accident* or *emergency.*
(5) In *continuous processes* under a shift system if the hours do not average more than fifty-six in the week, and any legal provision for rest days is observed.
(6) By *agreement* between the *workers'* and *employers' organisations* with the *consent* of the *Government,* if the average weekly hours over the period covered by the agreement do not exceed forty-eight.
(7) *Preparatory, complementary,* and *intermittent* work, and *exceptional cases* of pressure of work for which Government *regulation* issued after consultation with the organisations of employers and workers concerned may grant *temporary or permanent exceptions* with the proviso that the rate of pay for overtime be not less than one and one quarter times the regular rate.
(8) A sliding scale of applications for *Japan,* postponed application for *Greece* and *Rumania,* a ten-hour limit for *India,* postponement of all regulation for *China, Persia,* and *Siam.*

This Convention is to apply to all work done in factories, mines and quarries, power houses, construction work, transport by land, etc., but not to commerce or agriculture. Each country is to make its own definitions of commerce and agriculture.

2. Draft Convention concerning **Unemployment.**

Governments are to establish *free public employment offices.*

These are to be conducted under advice from committees on which employers and employees are represented. Private agencies are to be co-ordinated with the public system. As far as may be found possible, the various national systems are to be co-ordinated through the International Labour Office, in agreement with the countries concerned.

Each Member country is to send to the International Labour Office at least once every three months, reports on unemployment and the means it is using to decrease it.

If a State has an unemployment insurance system it is to treat workers from other countries which have accepted the Convention in the same way as its own workers, provided that an agreement to that effect can be made.

3. Draft Convention concerning **the Employment of Women Before and After Childbirth.**

A woman is not to be employed in industrial or commercial work for six weeks after confinement ; she shall be free to leave such work six weeks before confinement ; and she shall not be discharged during the period of absence. During the time she is not working she is to draw relief or insurance benefits sufficient to support herself and her baby, and to receive free medical attendance. When she returns to work she is to be allowed half an hour twice a day, during working hours, to nurse her child.

These provisions do not apply to agricultural employment, and each Government is to make its own definition of agriculture. Family undertakings are also excepted.

4. Draft Convention concerning **the Employment of Women during the Night.**

A woman is not to be employed in industry at night except in an undertaking in which only her own family is employed.

Each country is to make its own *definition of the night period,* with the understanding that it is to cover eleven consecutive hours, including the period between 10 p.m. and 5 a.m.

The rule is subject to *limited exceptions* with respect to :

(1) *emergencies* ;
(2) work on *perishable materials* ;
(3) *seasonal* work ;
(4) adjustments to *climatic conditions* ;
(5) conditions in *India* and *Siam.*

5. Draft Convention concerning **the Age at which Children may be Employed in Industry.**

Children are not to be employed in industrial work before they are *fourteen.*

This prohibition applies to work in factories, mines and quarries, power houses, construction, transportation, etc., but it does not apply to agriculture and commerce. Each country is to decide for itself what it will consider agriculture and commerce. Neither does the prohibition apply to the work a child does in connection with undertakings in which only his own family is employed. Special provisions are included for Japan and India.

6. Draft Convention concerning **Night Work of Young Persons.**

No one under eighteen is to be employed *in industry during the night* except in certain industries where processes must be continuous.

This prohibition applies to factories, mines and quarries, power houses, construction, transportation, etc., but not to commerce and agriculture. Each country is to decide for itself what it will consider commerce and agriculture. Each country is also to make its own definition of " night ", with the understanding that it shall name a period covering eleven consecutive hours and including the time between 10 p.m. and 5 a.m.

Limited *exceptions* are allowed with respect to :

(1) certain industries which must work continuously day and night ;
(2) the definition of " night " in *certain industries* and in *tropical countries* ;
(3) *emergencies* ;
(4) certain conditions in *Japan* and *India.*

7. Berne Convention concerning **the Prohibition of the Use of White Phosphorus in the Manufacture of Matches.**

This Convention was prepared by the International Association for Labour Legislation and signed at Berne on 26 September 1906. The International Labour Conference adopted at its First

Session a Recommendation in favour of the ratification of the Convention, which lays down that countries are to forbid the *manufacture, importation* and *sale* of *matches* containing white *(yellow) phosphorus.*

Second Session (Genoa, 1920)

8. Draft Convention concerning **Age at which Children may be Employed at Sea.**

Children *under fourteen are not to be employed on vessels.*

This does not apply to properly supervised school ships or vessels on which only members of the same family are employed.

9. Draft Convention concerning **Unemployment Indemnity for Shipwrecked Sailors.**

In case of *wreck*, seamen are to receive *wages* from their employers while they are without employment, up to a period of two months.

10. Draft Convention concerning **Employment Agencies for Seamen.**

Every country is to have *free employment offices for seamen.*

These may be maintained either by employers and seamen acting together or by the State, under advice from joint committees of employers and seamen. Where agencies of different types exist, steps are to be taken to co-ordinate them on a national basis.

Private employment agencies for seamen are to be abolished. (Existing agencies may be allowed to continue temporarily under Government licence and supervision.)

Freedom of choice of ship is assured to seamen, and of crew to the shipowner, opportunity is assured to seamen for examining contracts before and after signing, and access to employment agencies by seamen of all ratifying countries where industrial conditions are in general the same. Ratifying countries are to report to the International Labour Office statistical and other information concerning unemployment among seamen and the work of employment agencies.

Third Session (Geneva 1921)

11. Draft Convention concerning **Employment of Children in Agriculture.**

Children *under fourteen* are not to be employed in agriculture in any way that will *interfere with their school work.*

12. Draft Convention concerning **the Right of Agricultural Workers to Organise.**

The *agricultural workers* of any country are to have the same *right to organise* as have its *industrial workers.*

13. Draft Convention concerning **Workmen's Compensation in Agriculture.**

Agricultural workers are to be included in the operation of *workmen's compensation* laws.

14. Draft Convention concerning **Prohibition of the Use of White Lead in Painting.**

White lead is *not to be used* in the *internal* painting of buildings, *except* in certain circumstances enumerated in the Convention.

The steps to be taken to prevent lead poisoning when white lead may be used are also laid down. The employment of women and children in lead painting work is completely prohibited.

15. Draft Convention concerning **a Weekly Day of Rest for Industrial Workers.**

Every member of the staff of every *industrial undertaking* is to have a *weekly rest* period of twenty-four consecutive hours. As far as possible this rest day is to be the general day of rest (e.g. Sunday).

The Convention applies to factories, mines and quarries, power houses, construction, transportation, etc., but not agriculture and commerce. Each country is to make its own definition of agriculture and commerce.

16. Draft Convention concerning **the Minimum Age for Trimmers and Stokers.**

No one *under eighteen* is to work on a vessel as *trimmer* or *stoker*.

Exceptions are provided for in the case of:

(1) *school ships* ;
(2) vessels mainly propelled by *other means* than *steam* ;
(3) the *coastal* trade of *India* and *Japan* ;
(4) impossibility of obtaining a worker over eighteen, when two boys of sixteen or over may be employed in his place.

17. Draft Convention concerning **Compulsory Medical Examination of Young Persons Employed at Sea.**

Any one *under eighteen* wishing to work on a vessel must have, each year, a properly authenticated *medical certificate* declaring him fit for the work. Temporary exceptions are allowed in certain emergencies.

FOURTH, FIFTH, AND SIXTH SESSIONS (GENEVA, 1922, 1923, AND 1924)

Because the Conventions adopted by the first three Sessions of the Conference had required the legislative bodies or other competent authorities of the Member countries to consider an extensive programme of labour legislation, it was judged best to give them time to act before pressing them with further proposals ; therefore the Fourth, Fifth and Sixth Sessions adopted only Recommendations.

SEVENTH SESSION (GENEVA, 1925)

18. Draft Convention concerning **Workmen's Compensation for Industrial Accidents.**

Workmen (or, if the accident is fatal, their dependants) are to receive *compensation* for industrial *accidents*.

Compensation is payable as from the fifth day after the accident and injured workmen are also entitled to medical and surgical services, medicines, artificial limbs and surgical appliances. In cases of permanent incapacity or death the compensation is to be paid as a general rule in the form of a pension.

The Government of each country is to see to it that employers carry safe and sufficient insurance to cover such costs.

This *does not apply* to seamen and fishermen (for whom provision is to be made by a later Convention) or persons covered by some special scheme giving equal or superior benefits. On the question of agriculture, see Convention 13. Exceptions may be made in the case of casual workers, out-workers, members of the employer's family, and non-manual workers receiving remuneration above a limit to be fixed by national law.

19. Draft Convention concerning **Workmen's Compensation for Occupational Diseases.**

Workmen are to be *compensated* for *occupational diseases* on the same principles as for industrial accidents. The rates of compensation shall not be less than those for industrial accidents.

(The Convention gives a provisional list of occupational diseases.)

20. Draft Convention concerning **Compensation of Workmen of Foreign Citizenship.**

Citizens of any *country ratifying* this Convention, if injured while at work in another ratifying country, are to receive *accident compensation* on the same terms as would citizens of the country in which the accident occurred.

21. Draft Convention concerning **Prohibition of Night Work in Bakeries.**

Night work in bakeries is *forbidden*.

Except under certain stipulated conditions the " night " shall cover seven hours, including the period between 11 p.m. and 5 a.m. Wholesale manufacture of biscuits is excepted, and there is provision for limited exceptions, after consultation with the employers' and workers' organisations concerned, for

(1) *preparatory* or *complementary* work ;
(2) conditions in *tropical* countries ;
(3) arrangement of the *weekly rest* ;
(4) *emergencies*.

EIGHTH SESSION (GENEVA, 1926)

22. Draft Convention concerning **Simplification of Inspection of Emigrants on Board Ship.**

This Convention lays down the principle that *inspectors* of *emigrants* on board an emigrant ship are not to be appointed *by more than one Government*, which, except an agreement be made to the contrary, is to be the Government of the flag flown by the ship.

(This is not to prevent any Government from sending an observer to accompany emigrants.)

NINTH SESSION (GENEVA, 1926)

23. Draft Convention concerning **Seamen's Articles of Agreement.**

Seamen's articles of agreement are to be signed by both parties, under *public supervision*, and with certainty that the *seaman understands* their content. They are to contain a clear statement of the rights and obligations of each party as called for in detailed provisions of the Convention. Seamen, on leaving a ship, shall be provided with a record of their service which shall not contain any statement as to the quality of their work or as to their wages.

24. Draft Convention concerning **Repatriation of Seamen.**

Seamen are not to be left in a foreign country without arrangements for *getting back* either to *their own country*, or to the port at which they were engaged or to the port from which the voyage commenced.

Special arrangements are stipulated for sailors who must be left behind on account of illness or discharge for which they had no responsibility, for foreign seamen engaged in a country other than their own, etc.

TENTH SESSION (GENEVA, 1927)

25. Draft Convention concerning **Sickness Insurance for Workers in Industry and Commerce, and Domestic Servants.**

Sickness insurance under *public control* is to be *compulsory* for all workers except those exempted in the terms of the Convention.

Among the *exceptions* are agricultural workers, provided for in Convention 26 ; seamen and sea-fishermen for whom provision " may be made by decision of a later Session of the Conference " ; workers whose wages are above a figure to be named by each country ; workers below or above the normal ages of self-support ; members of employers' families, etc.

Member States may suspend the application of the Convention in very thinly populated areas, but Finland is the only European State whose conditions are considered to justify this suspension.

Anyone incapable of work because of an abnormal bodily or mental condition is to receive cash benefits calculated from not more than three days after he is officially recognised as ill. He is to receive these benefits for at least twenty-six weeks if he continues unable to work and during this time is to be entitled to the services of a doctor and to medicines and appliances.

The insurance must be administered by self-governing insurance agencies, which may be either governmental or private, but must not be run for profit and must be under Government supervision.

26. Draft Convention concerning **Sickness Insurance for Agricultural Workers.**

Compulsory sickness insurance is to be provided for all agricultural workers on terms similar to those on which it is provided for industrial and other workers in Convention 25.

ELEVENTH SESSION (GENEVA, 1928)

27. Draft Convention concerning **Fixing of Minimum Wage Rates.**

Governments are to provide *machinery* for *fixing minimum wage rates* in *manufacturing* and *commercial trades* wherever no arrangements exist for effective regulation of wages, by collective bargaining or otherwise, and existing wage rates are exceptionally low. This applies expecially to home working trades.

The Governments are to decide where this machinery is to be applied.

Such machinery is to be applied only after *consultation* with representatives of *employers* and *workers* concerned including representatives of their respective organisations where such exist. Employers and workers shall be associated in the operation of wage fixing machinery and in *equal* numbers.

Each Member country shall *report annually* to the International Labour Office on the trades in which minimum wage rates have been established, the methods and results, the approximate number of workers covered, the rates fixed, etc.

TWELFTH SESSION (GENEVA, 1929)

28. Draft Convention concerning **the Marking of the Weight on Heavy Packages Transported by Vessels.**

Any *package* or *object* of *one thousand kilograms* (one metric ton) or more gross weight consigned within the territory of any Member ratifying the Convention for *transport* by *sea* or *inland waterway* is to have had its *gross weight* durably *marked* on it on the outside before it is loaded on a ship or vessel. The obligation to see that this requirement is observed rests solely upon the Government of the country from which it is consigned.

29. Draft Convention concerning **the Protection against Accidents of Workers employed in Loading or Unloading Ships.**

The *safety* of workers employed in *loading* and *unloading* ships is to be safeguarded by certain requirements with regard to examination and protection of machinery and electric conductors, the nature and location of ladders, gangways, etc., the stacking and storing of cargo and various specified precautions, generally applicable to *workplaces* and *working arrangements* on docks and ships, by day and night.

Exceptions to the specific provisions are granted when the processes in question are carried on only occasionally or are confined to ships of special classes, or where climatic conditions render them impracticable ; such exceptions must be reported to the International Labour Office.

RECOMMENDATIONS

adopted by the International Labour Conference, 1919-1929

FIRST SESSION (WASHINGTON, 1919)

I. Recommendation concerning **Unemployment.**

That *fee-charging employment agencies* be suppressed as rapidly as possible, and that meanwhile they be allowed to operate only under Government licence.

That the *recruiting of people in one country for work in another* should be permitted only by mutual agreement between the countries and after consultation with employers and employees in each country.

That each country provide itself with an effective system of *unemployment insurance* either by the establishment of a Government system or by Government aid to organisations which insure their members against unemployment.

That *public work* be undertaken when and where other work is slack.

II. Recommendation concerning **Reciprocity of Treatment of Foreign Workers.**

That the various Member countries make *reciprocal agreements* to admit *each other's citizens* to the *benefits* of their laws and regulations for the protection of workers and that they allow each other's citizens the same right of lawful organisation as is enjoyed by their own workers.

III. Recommendation concerning **Prevention of Anthrax.**

That Member countries arrange to *disinfect wool* infected with *anthrax* and that, whenever possible, this be done before export.

IV. Recommendation concerning **Protection of Women and Children Against Lead Poisoning.**

That young people *under eighteen* and *all women* be *excluded from employment* in a long list of processes involving the *use of lead* and that they be admitted to employment in another long list of processes only under certain precautions.

V. Recommendation concerning **the Establishment of Government Health Services.**

That *each Member country have* not only factory inspection but a *Government health service* especially to guard the health of workers and that this service keep in touch with the International Labour Office.

VI. Recommendation concerning **the Application of the Berne Convention of 1906, on the Prohibition of the Use of White Phosphorus in the Manufacture of Matches.**

(See "Conventions", No. 7.)

Second Session (Genoa, 1920)

VII. Recommendation concerning **the Limitation of Hours of Work in the Fishing Industry.**

That hours of work in the *fishing industry* be limited as nearly in accordance with the "eight and forty-eight" principle as possible.

Governments are advised to consult the organisations of employers and workers concerned as to the adjustment of hours practicable under the peculiar conditions of the industry in each country.

VIII. Recommendation concerning **the Limitation of Hours of Work in Inland Navigation.**

That hours of work in *inland navigation* be limited as nearly as possible in accordance with the "eight and forty-eight" principle.

Governments are advised to consult the organisations of employers and workers concerned as to the special provisions necessary to meet local climatic and industrial conditions.

IX. Recommendation concerning **the Establishment of National Seamen's Codes.**

That each Member Government *codify* its *laws*, and regulations *affecting seamen*, (1) in order that men engaged on ships, whether of their own or foreign countries, may know their rights and obligations, and (2) as a step toward the establishment of an International Seamen's Code.

X. Recommendation concerning **Unemployment Insurance for Seamen.**

That each Member Government should establish *for seamen* an effective system of *insurance* against *unemployment* arising out of shipwreck or any other cause, either by insurance or by aid to industrial organisations which pay benefits to their unemployed members.

Third Session (Geneva, 1921)

XI. Recommendation concerning **the Prevention of Unemployment in Agriculture.**

That Member Governments consider means of *preventing unemployment in agriculture.*

It is particularly suggested that they consider the advisability of the following:

(1) Modern *technical methods* which may make profitable the use of land now only partially developed.
(2) Improved systems of cultivation and more *intensive use of* land.
(3) Provision of facilities for *settlement* on the land.
(4) *Transportation* facilities to make temporary work accessible.
(5) Development of industries and *supplementary forms of employment* for agricultural workers during seasons in which there is no agricultural work.
(6) Development of *co-operative societies* for working and purchase of land.

XII. Recommendation concerning **the Protection Before and After Childbirth of Women Wage Earners in Agriculture.**

That the *protection* which Convention 3 provides for women workers in industry and commerce before and after childbirth be also extended *to women workers in agriculture.*

XIII. Recommendation concerning **Night Work of Women in Agriculture.**

That a *night's rest* of not less than nine hours be secured to *women engaged in agricultural work.* (The nine hours are to be consecutive when possible.)

XIV. Recommendation concerning **Night Work of Children and Young Persons in Agriculture.**

That a *night's rest* of not less than ten consecutive hours be secured to *children* of less than fourteen, engaged in *agricultural work*, and a night's rest of not less than nine consecutive hours to *young persons* between fourteen and eighteen.

XV. Recommendation concerning **the Development of Technical Agricultural Education.**

That each Member Government take steps to develop vocational *agricultural education*, especially for agricultural wage earners. (The Governments are asked to report to the International Labour Office at regular intervals their activities in this direction.)

XVI. Recommendation concerning **Living-In Conditions of Agricultural Workers.**

That Member Governments regulate the *living-in conditions* of *agricultural workers* and that they consult on the subject with the employers' and workers' organisations concerned. Special reference is made to heating, separate beds, cleanliness, separation of the sexes, housing of families, and the undesirability of using stables, cowhouses or open sheds.

XVII. Recommendation concerning **Social Insurance in Agriculture.**

That *insurance* against sickness, invalidity, old age, and other similar social risks which is applicable to workers in industrial and commercial occupations be made also *applicable to agricultural workers*.

XVIII. Recommendation concerning **the Application of the Weekly Rest in Commercial Establishments.**

That each member of the *staff* of any *commercial establishment* be assured a *twenty-four-hour rest period every week* It is recommended that wherever possible the whole staff have the same day off, and that the day chosen should be the traditional or customary holiday of the neighbourhood, and that necessary exceptions be reported to the International Labour Office.

Fourth Session (Geneva, 1922)

XIX. Recommendation concerning **Communication to the International Labour Office of Statistical and other Information regarding Emigration, Immigration and the Repatriation and Transit of Emigrants.**

That each Member country send to the International Labour Office every three months all available information concerning population movements over its borders and that such information be sent not more than three months after the period to which it refers. That each country also send an annual report covering certain specified points with respect to migrants.

Fifth Session (Geneva, 1923)

XX. Recommendation concerning **the General Principles for the Organisation of Systems of Inspection to Secure the Enforcement of the Laws and Regulations for the Protection of the Workers.**

That Member Governments organise *inspections systems* to secure enforcement of their laws and regulations for the protection of the workers and that these systems should embody certain principles which are described in the Recommendation.

Sixth Session (Geneva, 1924)

XXI. Recommendation concerning **the Development of Facilities for the Utilisation of Workers' Spare Time.**

That, because the use the workers make of their spare time has its effect on the progress of civilisation and because the International Labour Organisation is advocating a shortening of the working day which will increase the spare time of the workers, Governments should give attention to a number of points of which the following may be mentioned :

(1) Preserve spare time by securing arrangements of the working day which will make the spare time as *continuous* as possible ; by providing *transportation* systems that will reduce the worker's travelling time to a minimum.

(2) Advance social hygiene by providing public baths, swimming pools, etc. ; by furthering legislation or private action against misuse of alcohol ; against tuberculosis, venereal disease, and gambling.

(3) Improve domestic economy and individual and family life by provision of healthy dwellings at low rentals in garden cities or urban communities ; allotments, facilities for poultry raising, etc. ; encouragement of games and sports ; extension of technical, domestic and general education, etc.

Seventh Session (Geneva, 1925)

XXII. Recommendation concerning **the Minimum Scale of Workmen's Compensation.**

That workmen's *compensation for industrial accidents* shall be *adequate* and not fall below certain standards detailed in the Recommendation.

XXIII. Recommendation concerning **Jurisdiction in Disputes on Workmen's Compensation.**

That workmen's *compensation cases* be settled by *special boards* or *courts* with *expert assistance* as provided in the Recommendation.

XXIV. Recommendation concerning **Workmen's Compensation for Occupational Diseases.**

That Member countries provide some simple procedure for revising their lists of *occupational diseases* entitling to compensation.

XXV. Recommendation concerning **Equality of Treatment for National and Foreign Workers as regards Workmen's Compensation for Accidents.**

That certain legal arrangements be made for facilitating the enforcement of the Convention which provides that *nationals of one Member country working in another can receive compensation* for industrial accidents. (See Convention 20.)

Eighth Session (Geneva, 1926)

XXVI. Recommendation concerning **the Protection of Emigrant Women and Girls on Board Ship.**

That where fifteen or more *emigrant women or girls* are carried *on a ship* they should be *accompanied by a responsible woman* to give them material and moral assistance.

Ninth Session (Geneva, 1926)

XXVII. Recommendation concerning **the Repatriation of Masters and Apprentices.**

That the Convention on *repatriation* of seamen be made to apply to *masters and indentured apprentices*.

XXVIII. Recommendation concerning **the General Principles for the Inspection of the Conditions of Work of Seamen.**

That the Member Governments institute *systems of inspection* of the *working conditions of seamen* conformable to certain principles detailed in the Recommendation.

Tenth Session (Geneva, 1927)

XXIX. Recommendation concerning **the General Principles of Sickness Insurance.**

Makes a number of suggestions for the organisation of sickness insurance, including the following points :

That only such groups of workers be omitted from the operations of general compulsory sickness insurance as have assured financial support from other sources in case of illness ; that benefits be really adequate and take into account the normal wage of the insured person ; that insurance carriers pursue policies making for general relief and for disease prevention ; that the insured should, through elected representatives, have an important part in the management of the insurance system ; that certain specified principles be observed in the interests of security of funds, expeditious settlement of disputes, and general inclusiveness.

Eleventh Session (Geneva, 1928)

XXX. Recommendation concerning **the Application of Minimum Wage Fixing Machinery.**

That provision should be made for *investigation* into the relevent conditions of the trade or part of trade concerned.

That the *employers* and *workers* in the trade should, through *representatives*, take a direct part in the deliberations and decisions of the wage fixing body, on an *equal* footing, with equal voting strength, and that the employers and workers concerned be given a voice, as far as practicable, in the selection of their representatives and if any organisation of employers and workers exist these should be invited to make nominations.

That the wage fixing body should include one or more *independent persons* recognised as possessing the necessary qualifications and dissociated from any interest in the trade or trades concerned and chosen in agreement with the employers' and workers' representatives.

That wherever a considerable number of women are employed provision would be made for the *inclusion of women* among the workers' representatives and the independent persons.

That the wage fixing body take account of the necessity of enabling the workers concerned to maintain a *suitable standard of living*, regard being had to the rates of wages paid for similar work in trades

where the workers are adequately organised and have concluded effective agreements or, if no such standard of reference is available, to the general level of wages in the country or the particular locality.

That various *specific expedients* be used in making the established rates known and ensuring their payment.

The attention of Governments is called to the principle affirmed by Article 427 of the Peace Treaty that men and women should receive *equal remuneration for work of equal value.*

Twelfth Session (Geneva, 1929)

XXXI. Recommendation concerning **the Prevention of Industrial Accidents.**

That each Member country act upon a group of four detailed suggestions.

I. *Collaboration* of *public services* with *employers'* and *workers' organisations, technical associations* and *insurance institutions* in keeping *statistical records* and conducting *scientific research* as a means of learning causes of industrial accidents and the means of their prevention.

Attention to *physical, physiological,* and *psychical factors* in accident prevention.

Communication of the more important *results* of investigation to the *International Labour Office* for use in its work and publications.

Keeping in close touch with the International Labour Office in forming and developing industrial accident statistics with a view to the subsequent preparation of a *Draft Convention* and to arriving at *uniform bases* which would allow of a comparative study of the statistics of different countries.

II. *Co-operation between all parties* interested in accident prevention in view of the successful results of such co-operation pursuant to the Recommendation of 1923 with respect to systems of inspection.

Holding periodic *conferences* between the State inspection service and all interested groups.

Inauguration of systematic *safety work* in *individual plants*; co-operation of employers and workers in this work.

Lectures, films, visits to plants.
Permanent, public safety *exhibits.*
Education of workers by employers and labour organisations.
Publication of *safety literature.*
Education in elementary and vocational schools.
Equipment and arrangements for *first aid.*

III. *Legal measures* to ensure an adequate standard of safety.
Legal requirements as to *equipment* and as to instruction of workers.
Authorisation of *construction plans.*
Giving sufficient *authority to inspectors.*

Placing on workers obligation to comply with the law and to make use of *safety devices.*

Giving to *representatives* of *workers* and *employers* opportunity to submit their views on administrative orders and regulations before these are issued.

Statutory or administrative provisions enabling *workers* to *collaborate* in securing the observance of safety regulations.

IV. Seeing that Accident Insurance Institutions take *accident record* into account in issuing *premiums,* as a means to encouraging safety measures.

Encouragement of *co-operation of accident insurance institutions* in the *Safety First Movement* generally and in such undertakings as making advances to employers for the adoption of improved safety appliances, giving prizes for invention, propaganda, advice, provision of safety museums, etc.

XXXII. Recommendation concerning **Responsibility for the Protection of Power-Driven Machinery.**

That, without prejudice to the responsibility which should in any case rest with the employer, Member countries should so far as possible, *prohibit* persons from *supplying* and *installing* power-driven machinery not furnished with the safety appliances required by law.

XXXIII. Recommendation concerning **Reciprocity as regards the Protection against Accidents of Workers employed in Loading or Unloading Ships.**

That Member countries ratifying the Convention for the protection of workers loading or unloading ships should enter into conference for the purpose of securing agreement for reciprocity in the *mutual recognition of certificates* of inspection and examination.

XXXIV. Recommendation concerning **Consultation of Workers' and Employers' Organisations in making Regulations to Protect the Safety of Workers in Loading and Unloading Ships.**

That the responsible authorities should *consult* the *workers'* and *employers' organisations* concerned, if any, in the drawing up of new regulations under the Draft Convention for protection of workers loading and unloading ships.

International Labour Office

THE PROGRESS OF RATIFICATIONS

August 1930

CONVENTIONS

1st Conference (Washington, 1919)

1. Hours of work (industry).
2. Unemployment.
3. Childbirth.
4. Night work, women.
5. Minimum age (industry).
6. Night work, young persons.
7. White phosphorus.[1]

2nd Conference (Genoa, 1920)

8. Minimum age (sea).
9. Unemployment indemnity.
10. Employment for seamen.

3rd Conference (Geneva, 1921)

11. Minimum age (agriculture).
12. Rights of association (agriculture).
13. Workmen's compensation (agriculture).
14. White lead.
15. Weekly rest (industry).
16. Minimum age (trimmers and stokers).
17. Medical examination, young persons (sea).

7th Conference (Geneva, 1925)

18. Workmen's compensation (accidents).
19. Workmen's compensation (diseases).
20. Equality of treatment (accidents).
21. Night work in bakeries.

8th Conference (Geneva, 1926)

22. Inspection of emigrants on board ship.

9th Conference (Geneva, 1926)

23. Seamen's articles of agreement.
24. Repatriation of seamen.

10th Conference (Geneva, 1927)

25. Sickness insurance (industry, etc.).
26. Sickness insurance (agriculture).

11th Conference (Geneva, 1928)

27. Minimum wage-fixing machinery.

12th Conference (Geneva, 1929)

28. Weight of packages transported by vessels.
29. Prevention of accidents (dockers).

14th Conference (Geneva, 1930)

30. Forced or compulsory labour.
31. Hours of work (commerce and offices)

[1] This Berne Convention formed the subject of one of the Washington Recommendations. States which had previously adhered to the Convention are indicated by the sign **A** in column 7, and States which have adhered subsequently by the sign **B**.

Ratification

■ Registered with League of Nations . . . . . 393 } 402

X Conditional or with delayed application . . . . . 9 }

▣ Approved by competent national authority . 31

□ Recommended to competent national authority for approval 134

Application

◆ Legislative or other measures anterior to the adoption of the Convention by the Conference.

● Legislative or other measures passed since the adoption of the Convention.

Y Report not yet due.

Note: The above signs are used to indicate information communicated to the International Labour Office in annual Reports under Article 408 of the Treaty of Versailles on measures taken to give effect to ratified Conventions.

◎ Legislation passed.

○ Legislation in progress or in preparation.

Note: These signs are used to indicate information concerning other measures applying or tending to apply Conventions, derived from all official sources.

RECOMMENDATIONS

In addition to the Recommendation concerning white phosphorus mentioned above, 38 Recommendations concerning conditions of labour were adopted at the fourteen Sessions of the Conference, 1919-1930 inclusive. Particulars of action taken on these Recommendations, a list of which is given below, are published from time to time.

1919 *(1st Conference):* Unemployment.
Reciprocity of treatment.
Prevention of anthrax.
Protection of women and children against lead poisoning.
Government health services.

1920 *(2nd):* Hours of work (fishing industry).
Hours of work (inland navigation).
National seamen's codes.
Unemployment insurance (seamen).

1921 *(3rd):* Prevention of unemployment (agriculture).
Maternity (agriculture).
Night work of women (agriculture).
Night work of children and young persons (agriculture).
Technical agricultural education.
Living-in conditions (agriculture).
Social insurance (agriculture).
Weekly rest (commerce).

1922 *(4th):* Migration statistics.

1923 *(5th):* Factory inspection.

1924 *(6th):* Utilisation of spare time.

1925 *(7th):* Minimum scale of workmen's compensation.
Jurisdiction in disputes on workmen's compensation.
Workmen's compensation for occupational diseases.
Equality of treatment (workmen's compensation).

1926 *(8th):* Protection of emigrant women and girls on board ship.

1926 *(9th):* Repatriation of ships' masters and apprentices.
Inspection of conditions of work of seamen.

1927 *(10th):* General principles of sickness insurance.

1928 *(11th):* Minimum wage-fixing machinery.

1929 *(12th):* Prevention of industrial accidents.
Protection of machinery.
Consultation with industrial organisations on regulations under Convention 29.
Reciprocity (inspection certificates).

1930 *(14th):* Indirect compulsion to labour.
Regulation of forced or compulsory labour.
Hours of work (hotels, restaurants, etc.).
Hours of work (theatres, etc).
Hours of work (hospitals, etc.).

No official information which can be indicated in this table has been received by the International Labour Office from the following Members of the Organisation:

Albania, Colombia, Dominican Rép. *, Ethiopia*, Guatemala, Haiti, Honduras, Liberia, Lithuania*, Nicaragua, Panama, Persia, Peru, Salvador, Siam, Venezuela

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		●					◎	◆	◎	◆		◎		Y		●				Y	Y												
Paraguay	□	□	□	□	□	□																										—	
Poland		■	□		■	■	B	■	■	■	■	■	■	■	■	■	■	□	□	■	□		□	□								14	
	◎	●	◎	◎	●	●	◎	●	●	●	◆	◆	●	●	◆	●	●		○	●													
Portugal	■															■		■	■	■												5	
	◆															◆		Y	Y	Y													
Rumania	■	■	■	■	■	■	B	■	▣	▣	▣	▣		■	■	■	■	□	□	□	□				■							12	
	●	●	●	●	●	●		●						○	●	●	●								◎								
South Africa		■		■			A													■												3	
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Spain	X	■	■	□	□	□	A	■	■	□	□	□	□	■	■	■	■	■		■							■					12	
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Sweden		■					B	■		■	■	■	■	■		■	■	■	■	■		X						▣				13	
	◎	◆	○		○		◎	●		◆	◆	◆	◆	●		●	●	◆	Y	◆		Y											
Switzerland**		■		■	■	■	A													■	■											6	
		●		●	●	●	◎								○	◎				◆	◎							○					
Uruguay	□	□	□	□	□	□		□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□	□			—	
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Yugoslavia		■	■	■	■	■	B	■	■	■		■		■	■	■	■	■	■	■			■	■	■							19	
	◎	◆	◆	◆	◆	◆		◆	Y	Y		Y		Y	●	◆	◆	◆	◆	●			Y	Y	◎								
Total number of ratifications	14	23	11	19	18	21	—	22	16	17	12	21	13	19	17	23	23	11	19	27	5	12	10	10	8	4	5	1	1			402	10

* The States marked * became Members of the Organisation on the following dates : Bulgaria, 1920 ; Finland, 1920 ; Luxemburg, 1920 ; Estonia, 1921 ; Lithuania, 1921 ; Latvia, 1921 ; Hungary, 1922 ; Irish Free State, 1923 ; Ethiopia, 1923 ; Dominican Republic, 1924.

** The chart does not show, in the case of federal countries, information communicated to the International Labour Office concerning legislation in the separate States, Provinces, etc., approximating to or in conformity with the Conventions.

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